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Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century": review of gender mainstreaming in entities of the United Nations system

Measures taken and progress achieved in the follow-up to and implementation of the Fourth World Conference on Women and the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century", especially in mainstreaming a gender perspective in entities of the United Nations system

Report of the Secretary-General

Contents

		Paragraphs	Page
	Introduction	1–3	3
I.	Policy and strategy development	4–23	3
	A. Gender policies and strategies	5–15	3
	B. Incorporation of gender aspects in sector policies and strategies	16–23	5
II.	Programme and operational activities: projects, research, advocacy	24–56	6
III.	Institutional activities: capacity-building including training; methodology, tools and development; monitoring and accountability	57–75	13

* E/CN.6/2002/1.

02-21975 (E) 250202

IV. Coordination and information-sharing: inter-agency activities; collaboration with non-governmental organizations 76–91 17

V. Conclusions and recommendations 92–95 20

Introduction

1. In resolution 55/71 of 4 December 2000, the General Assembly, inter alia, called upon the relevant entities of the United Nations system to take effective action to achieve full and effective implementation of the Beijing Declaration[1] and Platform for Action[2] and the outcome of the twenty-third special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century".[3] In the same resolution, the Assembly also noted that, in order to ensure the effective implementation of the strategic objectives of the Beijing Platform for Action and the outcome of the twenty-third special session, the United Nations system should promote an active and visible policy of mainstreaming a gender perspective, including through the work of the Special Adviser on Gender Issues and Advancement of Women and through the maintenance of gender units and focal points.

2. In its resolution 2001/41 of 26 July 2001, the Economic and Social Council affirmed that gender mainstreaming constituted a critical strategy in the implementation of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly, and for achieving the overall goal of gender equality; and called upon the Secretary-General to assess progress made on mainstreaming a gender perspective within the United Nations system, including by providing information on key achievements, lessons learned and best practices, trends and challenges, and to recommend further actions and strategies for future action within the United Nations system.

3. In response to both resolutions, the present report will outline progress made in mainstreaming a gender perspective within the United Nations system. It is based on input received from entities of the United Nations system since the submission of the reports of the Secretary-General to the Commission on the Status of Women at its forty-fifth session (E/CN.6/2001/2 and Add.1), to the Economic and Social Council at its substantive session of 2001 (E/2001/78) and to the General Assembly at its fifty-sixth session (A/56/319 and Add.1).

I. Policy and strategy development

4. By 2001, several additional entities of the United Nations system had developed policies and strategies aimed at achieving gender equality, based on the gender mainstreaming strategy. These policies and strategies call for the incorporation of gender perspectives in substantive work. Efforts were also made to incorporate gender perspectives into policy development in a number of sector areas. The present section first gives examples of gender policies and strategies, followed by a review of efforts to incorporate gender aspects in sector policies.

A. Gender policies and strategies

5. The Plan of Action of the Department of Peacekeeping Operations of the United Nations Secretariat to implement Security Council resolution 1325 (2000) on women, peace and security, part of the United Nations system-wide plan of action, spelled out the measures that the Department of Peacekeeping Operations is taking or will take in 2002 to mainstream gender perspectives in its activities, that is to say, to increase the participation of women in peacekeeping, increase the numbers of women at decision-making levels in field missions and consider the needs of women in its activities in the field.

6. The gender mainstreaming policy of the United Nations Centre for Human Settlements (Habitat) is currently under revision, and is being conducted through a participatory process involving extensive in-house discussion as well as dialogue with partners in the United Nations system and civil society.

7. The African Centre for Gender and Development of the Economic Commission for Africa (ACGD/ECA) contributed to the development of Poverty Reduction Strategy Papers (PRSPs) to be used in the development of national development plans. Through a five-year plan (2001-2005) to mainstream gender perspectives into the PRSP process, ECA hopes to increase recognition of the value of women's work at the household level in public income and expenditure accounts; to promote the linkage between PRSPs and existing national budgets to address the trade-offs between gender-sensitive PRSP targets and other national targets; to promote linkages between gender-responsive poverty analysis and policy

recommendations at the micro-, meso- and macrolevels; and to facilitate the link between the results of participatory processes, involving all stakeholders including both men and women, and policy choices.

8. In order to assist with its policy development on gender mainstreaming, the Trade and Development Board of the United Nations Conference on Trade and Development (UNCTAD) organized an Expert Meeting on Mainstreaming Gender in order to Promote Opportunities (Geneva, 14-16 November 2001). The Expert Meeting put forward a number of suggestions to influence the design of the policy and programme of work on gender and development of UNCTAD. These included: support for capacity-building initiatives for women in the production and commercialization of commodities; advocacy for gender-sensitive policies in the field of multilateral and regional trade negotiations in line with the liberalization of trade in services; and analysis of the gender impact of foreign direct investment in host countries and of the subcontracting practices of transnational corporations with a view to identifying opportunities for promoting gender equality and for including a gender perspective in related overall research and advisory activities. It was also recommended that UNCTAD promote regional networks of women entrepreneurs; strengthen its links to enterprise development programmes of other United Nations organizations; and develop programmes to create new economic opportunities for women in the areas of information and communication technologies (ICT) and e-commerce. Such activities are to be pursued in cooperation with Governments and other United Nations specialized organizations.

9. The United Nations Children's Fund (UNICEF) policy continues to promote the equal rights of girls and women and to support their full participation in the political, social and economic development of their communities through its country programmes. In its follow-up to, and implementation of, the Beijing Platform for Action, UNICEF identified three priorities — girls' education, health of girls and adolescents, and women's and girls' rights. These are in addition to the ongoing programmes for gender equality and empowerment of women. The rights-based approach to programming in UNICEF continues to use the framework of the Convention on the Rights of the Child[4] and the Convention on the Elimination of all Forms of Discrimination against Women.[5]

10. The United Nations Population Fund (UNFPA) revised its guidelines on "UNFPA support for mainstreaming gender issues in population and development programmes" to ensure that a gender perspective is appropriately mainstreamed in all the subprogramme areas of reproductive health, population and development strategies and advocacy.

11. The World Food Programme (WFP) is in the process of developing a new Gender Strategy (2003-2007) to succeed the 1995 Beijing Commitments to Women (1996-2001). In preparation for the new strategy, WFP undertook a Gender Survey in 2000 on the implementation of the Commitments to Women. In addition, WFP is currently conducting five case studies (China, Democratic Republic of the Congo, Kenya, Nicaragua, and Sierra Leone) concerning the Commitments to Women. The new Gender Strategy will feature three components: programming, advocacy, and gender equality in human resources.

12. The International Labour Organization (ILO) completed a literature review and policy recommendations paper on men, masculinities and gender equality. Research for the review included analysis and conceptualization, and findings of the research were presented at a panel discussion in 2001 and will be published in early 2002 as a discussion paper. As a follow-up to the office-wide gender strategy, the ILO African Region has developed and adopted a regional strategy in 2001 on gender mainstreaming in the regional context.

13. The Food and Agriculture Organization of the United Nations (FAO) developed its Gender and Development Plan of Action, 2002-2007, to succeed the Plan of Action for Women in Development, 1996-2001. The FAO Conference unanimously endorsed the new Plan of Action in November 2001. The Plan of Action represents the FAO framework for follow-up to relevant recommendations of the Beijing Declaration and Platform for Action and the outcome document of the twenty-third special session of the General Assembly. The Plan of Action aims to strengthen the existing mechanisms of FAO for gender mainstreaming by firmly entrenching gender perspectives in results-based programming and budgeting processes; adopting verifiable gender-sensitive indicators that will demonstrate effective progress; and incorporating gender perspectives into its corporate monitoring, evaluation and reporting exercises. The overall goal of the FAO Plan of Action is to remove the obstacles to

women and men's equal participation in, and enjoyment of, the benefits from agricultural and rural development. Specifically, the Plan of Action intends to promote gender equality in access to sufficient, safe and nutritionally adequate food; access to, control over and management of natural resources and agricultural support services; participation in policy- and decision-making processes at all levels in the agricultural and rural sector; and opportunities for both on- and off-farm employment in rural areas.

14. Since the Fourth World Conference on Women in Beijing in 1995, the World Bank has taken several important steps to make gender equality central to its fight against poverty. The endorsement of a new gender mainstreaming strategy by the World Bank's Board of Executive Directors in September 2001 was the latest step in making the Beijing commitments a reality in the World Bank's day-to-day work. The strategy is intended to establish an enabling environment that will foster country-led, country-specific strategies for changing the gender-based patterns that are costly to growth, poverty reduction and well-being. It rests on a basic process that involves working with countries to prepare periodic, multisectoral country gender assessments; to develop and implement priority policy and operational interventions that respond to the assessment; and to monitor the implementation and impact of these policy and operational interventions.

15. The Strategic Framework, 2002-2005, of the International Fund for Agricultural Development (IFAD) addresses gender inequalities and aims at increasing women's social and economic capabilities, recognizing that they are preconditions for reducing poverty, hunger and malnutrition and for achieving the international development goals[6] of the United Nations Millennium Declaration.[7]

B. Incorporation of gender aspects in sector policies and strategies

16. The Office of the Special Adviser on Gender Issues and Advancement of Women of the Department of Economic and Social Affairs of the United Nations Secretariat has continued to work with various parts of the United Nations system, as well as with intergovernmental processes, in a catalytic and advisory role to support the implementation of the gender mainstreaming strategy. This has included broader dissemination of both general and specific gender mainstreaming mandates created through intergovernmental action for different sectors and issues that the United Nations is working with; development and dissemination of fact sheets and briefing notes; advice and support to management levels through meetings and consultations; and presentations at seminars and workshops.

17. The Department of Peacekeeping Operations is working to include a gender perspective in the development of the Strategic Manual on Multidimensional Peacekeeping currently under production. A separate chapter on gender mainstreaming is being written and the writers of other chapters in the Manual are encouraged to include relevant gender perspectives.

18. The Department for Disarmament Affairs of the United Nations Secretariat sought to ensure that women's issues were permanently placed in the agenda of the United Nations Standing Advisory Committee on Security Questions in Central Africa, to which it provides substantive servicing. In November 2001, the Committee's Subregional Conference on the Protection of Women and Children in Armed Conflict in Central Africa adopted a Plan of Action containing recommendations on various measures that should be undertaken at the national, regional and international levels to protect women and children in armed conflict. The Plan of Action reaffirmed the need to create a network of women in peace and security for the Central African region that would encourage the Economic Community of Central African States (ECCAS) to establish a gender unit within its secretariat.

19. Gender equality and women's empowerment are a goal in the Strategic Results Framework (2000-2003) of the United Nations Development Programme (UNDP). UNDP support focuses on developing policy dialogue, advocacy, networking, partnerships, and tools and methods to track and measure progress in gender equality. Equally, gender equality is, today, at UNDP treated as a cross-cutting issue across its six practice areas of democratic governance, poverty reduction, environment and energy, crisis and post-conflict development, human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) and ICT.

20. The UNICEF medium-term strategic plan for the period 2002-2005 identifies five priority areas where it can make the biggest impact on the lives of children, in support of the United Nations Millennium Declaration,

the international development targets and the draft outcome of the special session of the General Assembly on children entitled "A world fit for children". These areas are: girls' education; integrated early child development; immunization "plus"; HIV/AIDS; and improved child protection from violence, exploitation, abuse and discrimination. The plan ensures that the gender perspective is mainstreamed in the general programme guidelines, taking into consideration the importance of fulfilment of women's rights for promoting the rights of children and the analysis of all interventions on girls and boys, men and women.

21. Within the programming areas of WFP, gender mainstreaming will continue to be a major theme, and there will continue to be positive measures for women's empowerment, to close the gender gap. There will also be greater emphasis on men's involvement. WFP issued an Executive Director's circular on women's access to assets, including land, in WFP-assisted activities. The circular specifically addresses poverty elimination through women's empowerment. The purpose of the circular is to ensure that women have access to all privately owned assets created through any WFP-assisted activities. WFP has issued this circular because helping women to exercise more control over household and community assets is one of the best ways to help families and communities overcome hunger and poverty and achieve food security.

22. Gender mainstreaming is gaining increasing prominence as an important issue in the substance of the work of the World Health Organization (WHO). For example, for the first time in the Policy Framework provided for the upcoming biennium (2002-2003), WHO explicitly set forth that gender considerations are to be incorporated in the determination of expected results. Several regions have initiated policy development initiatives as reflecting area-specific priorities. At the same time, WHO has an organization-wide gender policy.

23. The policy advice of the International Monetary Fund (IMF) has become more focused on human investment, such as more effective poverty-reducing spending on, and better access to, health services and primary education. Such human investment can have particular benefits for women. IMF relies on its development institution counterparts, especially the World Bank, to take the lead in developing policy on microeconomic structural and institutional changes that can benefit women as well as men, and then follows that lead.

II. Programme and operational activities: projects, research, advocacy

24. United Nations entities ensured that follow-up to, and implementation of, the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly, including gender mainstreaming, were explicitly included in their programmes of work. Some entities have already succeeded in making gender perspectives an integral part of their work, while others are still in the early stages of implementing gender mainstreaming strategies. Depending on their specific mandates and experience, entities use a variety of tools and support instruments to develop the necessary environment and capacity for implementing gender mainstreaming, especially at the national level. Some recent examples are provided below.

25. A publication entitled "Gender mainstreaming: an overview" has been prepared by the Office of the Special Adviser on Gender Issues and Advancement of Women and will be released for distribution in early 2002. The Department of Political Affairs of the United Nations Secretariat was instrumental in including a section (IV.J) on gender equality in the Secretary-General's report on the prevention of armed conflict (A/55/985-S/2001/574 and Corr.1), and consideration of gender aspects in the report of the Secretary-General on the implementation of the recommendations of the Special Committee on Peacekeeping Operations and the Panel on United Nations Peace Operations (A/55/977).

26. In September/October 2001, the Office of Legal Affairs of the United Nations Secretariat, in collaboration with the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women of the Department of Economic and Social Affairs of the United Nations Secretariat, hosted a special treaty event under the title "Focus 2001" highlighting 23 treaties relating to the advancement of the rights of women and children. To coincide with the event, in August 2001, the Treaty Section of the Office of Legal

Affairs issued a publication entitled *Multilateral Treaty Framework: An Invitation to Universal Participation. Focus 2001: Rights of Women and Children*. The Office of Legal Affairs, jointly with the United Nations Institute for Training and Research (UNITAR), organized a seminar on deposit of treaties with the Secretary-General and their registration in September 2001, where the Division for the Advancement of Women presented the experience of the drafting of the Optional Protocol[8] to the Convention on the Elimination of All Forms of Discrimination against Women.

27. With an additional reprint of 5,000 copies of the publication *Gender Perspectives on Disarmament: Briefing Notes*, produced early in 2001 by the Department for Disarmament Affairs, in conjunction with the Office of the Special Adviser on Gender Issues and Advancement of Women, the Department for Disarmament Affairs continued to ensure its widest possible dissemination both at gender and at disarmament conferences. In 2000, the Department for Disarmament Affairs also placed for the first time an item specifically devoted to "Gender mainstreaming in disarmament" in the agenda of the New York segment of the United Nations Disarmament Fellowship Programme, and the Special Adviser's Office was invited to brief the 30 junior diplomats participating in the programme. The item was successfully addressed again in 2001, and will now become a permanent feature of the Programme's agenda. The Department for Disarmament Affairs has paid special attention to identifying the needs and concerns of women in crises and post-conflict environments in the design, implementation and monitoring of its current practical disarmament projects. The Department for Disarmament Affairs has made gender mainstreaming an essential item in identifying effective participation of women in weapons collection and destruction in exchange for development.

28. The Department of Peacekeeping Operations has further developed its project on mainstreaming a gender perspective in multidimensional peace operations and has received donor pledges on the financing of phase II of the project. Phase II will focus on developing operational tools and mechanisms to mainstream gender perspectives in all aspects of peace operations. It will include standard operating procedures and checklists for gender mainstreaming for use in new and ongoing peacekeeping operations. It is expected that phase II will be completed by the summer of 2002. Other successful projects of the Department of Peacekeeping Operations include ensuring the availability of female gynaecologists and doctors to all United Nations staff in peacekeeping missions. All United Nations hospitals are also staffed and equipped to care for female patients. The Mine Action Service of the Department of Peacekeeping Operations continues to consider the specific needs of women in the design of demining, victim assistance and mine awareness programmes. Mine victim data of the Information Management System for Mine Action (IMSMA) are now categorized by gender and age group in order to provide a full picture of those who are affected by mines.

29. The Consolidated Inter-Agency Appeals launched for the year 2001 entitled "Women and war", under the leadership of the Office for the Coordination of Humanitarian Affairs of the United Nations Secretariat, was intended to draw special attention to the situation of women and girls in complex emergencies. A panel discussion, which included the participation of the United Nations Special Coordinator on Internal Displacement, was organized in Geneva focusing on challenges and opportunities for action of humanitarian agencies. The panel highlighted the impact of war on internally displaced women.

30. The Division for the Advancement of Women facilitated efforts to ensure the integration of a gender perspective in the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance, held in Durban, South Africa, as reflected in the agreed conclusions on this issue adopted by the Commission on the Status of Women at its forty-fifth session.[9] The Division for the Advancement of Women organized jointly with UNDP, the Economic and Social Commission for Asia and the Pacific (ESCAP) and the Secretariat of the Pacific Community a workshop on the Convention on the Elimination of All Forms of Discrimination against Women, with a focus on the process of ratification, from 29 October to 2 November 2001 in Koror, Palau. In collaboration with the Centre for Conflict Resolution, it conducted a regional training workshop on "Conflict Management for Women" in Cape Town (South Africa) from 22 to 26 October 2001, as a follow-up activity to the consultation meeting on the role of women in the peace process organized in collaboration with ECA, the African Women's Committee on Peace and

Development (AWCPD) and the Organization of African Unity (OAU) (Addis Ababa, April 2001). The Division for the Advancement of Women also organized a regional training workshop on gender-sensitive national planning and budgeting in Dar es Salaam (United Republic of Tanzania) from 4 to 7 December 2001, with the participation of Ghana, Ethiopia, Malawi, Rwanda and Swaziland. Under the project on "Capacity-building for Promoting Gender Equality in Selected African Countries", the Division for the Advancement of Women completed 4 out of 11 country profile studies of national machineries for the advancement of women (Ghana, Malawi, Mali and Rwanda). In efforts to encourage universal ratification of the Convention, and ratification of the Optional Protocol thereto, the Division for the Advancement of Women collaborated with the Inter-Parliamentary Union (IPU) in the preparation of a handbook for parliamentarians on the Optional Protocol to the Convention. It also collaborated with an academic institution and a non-governmental organization on a workshop for lawyers on using the Optional Protocol.

31. The United Nations Statistics Division of the Department of Economic and Social Affairs focused on the development of methods for conducting time-use surveys and on the preparation of classification schemes for various forms of work. Responding to the need, identified in the Beijing Platform for Action, for more comprehensive knowledge about all forms of work, the United Nations Statistics Division is preparing, for publication in 2002, a technical guide on methods for conducting time-use surveys. The guide is aimed at providing advice to countries interested in undertaking time-use surveys and, more broadly, at harmonizing methods for wide national use. The guide includes an international classification of activities for time-use statistics (ICATUS), developed by the United Nations Statistics Division with support from UNDP, that is sensitive to the differences between women and men in remunerated and unremunerated work. The general structure of the classification is therefore linked to the major objective of time use, namely, the improved measurement of paid and unpaid work, particularly of women.

32. The emphasis given to gender issues at the five-year overall review and appraisal of the implementation of the Programme of Action of the International Conference on Population and Development[10] (June-July 1999) stimulated data collection and research in the Population Division of the Department of Economic and Social Affairs of the United Nations Secretariat in this area, as well as survey programmes that are resulting in increased collection of information on reproductive attitudes and behaviour of both men and women. The special theme of the thirty-fourth session of the Commission on Population and Development in April 2002 will be "Reproductive rights and reproductive health, with special reference to HIV/AIDS". The report being prepared for the Commission, *World Population Monitoring, 2002: Reproductive Rights and Reproductive Health*, covers topics such as entry into reproductive life; reproductive behaviour; family planning; abortion; maternal mortality and morbidity; sexually transmitted infections; HIV/AIDS; and issues related to reproductive rights. Throughout the report, where information is available, attention will be given to gender issues.

33. All operational activities and global programmes of the United Nations Centre for Human Settlements (Habitat) continue to incorporate a gender perspective. The Centre pays particular attention to gender issues in interventions in post-conflict areas. Activities range from employing women in reconstruction activities, to policy support on women's equal access to property and ensuring women's effective role in governance. Women's housing and property rights will also be addressed through the Housing Rights Programme that is under development in collaboration with the Office of the United Nations High Commissioner for Human Rights. The Centre has produced a book of case studies on local governments working for gender equality, published in collaboration with the International Union of Local Authorities (IULA). Advocacy is ongoing through the two global campaigns on secure tenure and urban governance. A publication on the *Gendered Implementation of the Habitat Agenda* was compiled, based on national reports received for the twenty-fifth special session of the General Assembly for an overall review and appraisal of the implementation of the outcome of the United Nations Conference on Human Settlements (Habitat II).

34. ECA, in partnership with infoDeV (The Information for Development Program) and Cisco Systems, started a six-month residential training course for women from different parts of Africa in the field of ICT. The primary objective of the course is the promotion of women's involvement in and

management of the ICT world. The course aims to enable women to readily manage computer technology, and leads to independent certification as a Certified Networking Associate. Participants also receive basic training on gender and development issues as well as entrepreneurship and management in Africa.

35. The Economic Commission for Europe (ECE) organized a Forum of Women Entrepreneurs in October 2001 in Geneva. The Forum brought together women entrepreneurs and representatives of women's business associations from countries in transition to share their personal experience in developing their own businesses and to discuss how to strengthen business networks among women and improve their access to technology and new markets. Participants at the Forum agreed that a virtual network of women's business associations should be set up at the ECE web site. Recommendations also included the establishment of an Annual Award for Excellent Woman Entrepreneur in the ECE region; establishment of an Euro-Asian Foundation to support building e-capacity of women entrepreneurs; and creation of a pilot cybermarket on the ECE web site. Based on the success of the event, it was decided that a Forum of Women Entrepreneurs would be convened annually in Geneva in October. A follow-up discussion on how to build networks and initiate projects on e-technology also took place at the Round Table organized by ECE as part of the fourth Summit Economic Forum of the Central European Initiative (CEI) held in Trieste in November 2001.

36. In the framework of the two-year project on mainstreaming a gender perspective in the Economic Commission for Latin America and the Caribbean (ECLAC) and sectoral ministries initiated in 1999, technical cooperation missions were carried out to Argentina, Ecuador and El Salvador. For each of these countries, a methodological report was prepared with a view to disseminating and replicating the project in the region. A study was also conducted on the implementation of gender mainstreaming in ECLAC, and recommendations were formulated for strengthening and directing this process in the future. ECLAC also developed a theoretical framework on the impact of globalization on gender equality. Collaboration agreements were established between the ECLAC Women and Development Unit and other substantive ECLAC divisions that deal with issues such as statistics, gender and trade, natural disasters and habitat.

37. In an attempt to raise awareness of women's transformative leadership and promote the advancement of women in local government, ESCAP and partner agencies organized the Asia-Pacific Summit of Women Mayors and Councillors. At the Summit, seminars on women's role in water supply and sanitation, and integrating women with disabilities into gender mainstreaming activities were organized. As a result of the Summit, participants subsequently held national workshops and formed national associations in their home countries. ESCAP will organize national summits of women in local government to develop country-level strategies and networks, and establish a regional resource facility. ESCAP also organized a regional seminar on "Using legal instruments to combat trafficking in women and children" to sensitize participants to pertinent legal and international human rights instruments. Owing to the success of this seminar, subregional seminars will be held in 2002.

38. The Economic and Social Commission for Western Asia (ESCWA) launched a region-wide gender awareness media campaign on national and satellite television networks, based on the 12 areas of concern of the Beijing Platform for Action. ESCWA also formulated a five-year project for empowerment of Arab women for poverty alleviation, with a focus on the use of a revolving fund to assist poor female heads of households in rural and urban areas together with several hands-on workshops on starting their own businesses. In collaboration with UNDP and ESCWA, the Centre of Arab Women for Training and Research (CAWTAR) published in November 2001 its first Arab Women Development Report entitled "Globalization and Gender: Economic Participation of Arab Women". ESCWA served as the project adviser for this publication. It is designed along the same lines as the United Nations publication *1999 World Survey on the Role of Women in Development: Globalization, Gender and Work*[11] but intends to give in-depth region-specific information and analysis.

39. UNDP has launched two publications on gender equality: *Trade, Gender and Poverty*[12] which provides a review of theoretical and empirical literature on gender inequalities and international trade; and *Generating Opportunities: Case Studies on Energy and Women*.[13] Many UNDP Country Offices have also published studies on gender equality, like UNDP in Malaysia, which published *Asian Women in the Digital Economy: Policies for Participation*.[14]

40. The United Nations Development Fund for Women (UNIFEM) issued a publication entitled *Carrying the Beijing Torch: Promotion of Gender Equality in South Asia*, documenting the proceedings of the Third South Asia Regional Meeting commemorating Beijing, jointly organized by the Government of Maldives and UNIFEM. In Western Asia, UNIFEM supported a participatory assessment workshop in September 2001, held in Amman, for all national units involved in the regional project "Post-Beijing Follow-up Operation". This workshop built on the results of assessments conducted at the national level in Jordan, Lebanon, Palestine, the Syrian Arab Republic, and Yemen during July 2001, and brought together findings, compiled results, lessons learned and success stories of assessments at national levels, and identified recommendations for action to be taken by the national machineries for women and by UNIFEM.

41. UNIFEM's peace and security programme supported women's protection in conflict situations and their participation in post-conflict peace-building. Projects were supported relating to constitutional reform processes in East Timor and Rwanda, and to legislative reforms in Kosovo. In April 2001, UNIFEM appointed two independent experts to carry out a global assessment of the impact of armed conflict on women and women's role in peace-building. UNIFEM and International Alert launched the first Millennium Peace Prize for Women on 8 March 2001 in New York. The award aims to recognize the critical — but often invisible — contributions that women make to building peace, protecting women's human rights, and sustaining communities during war.

42. The UNICEF Office in Nigeria, together with other United Nations agencies and with the National Planning Commission, produced a publication on a comprehensive assessment and analysis of the situation of children and women in Nigeria. UNICEF India is conducting a gender impact assessment (GIA), which aims to review and analyse the strategic thrust of UNICEF on the centrality of women and gender relationships, with the purpose of facilitating planning and strategizing for the next country programme. The methodology and the outcome of the gender impact assessment will be shared with the members of the United Nations Inter-Agency Working Group on Gender and Development, so as to facilitate the improvement of programme frameworks for promoting gender equality under the United Nations Development Assistance Framework (UNDAF). Regarding the gender aspect of the HIV/AIDS pandemic, UNICEF is supporting, through an internationally renowned non-governmental organization, a project to review global experiences of effective methods to reduce vulnerability of women, female adolescents and girls to HIV/AIDS. The study will draw upon existing knowledge and research within the United Nations system, universities and non-governmental organizations. The study will lay the groundwork for the development of guidelines for the country offices that support HIV/AIDS programmes and projects.

43. All projects of the United Nations Population Fund (UNFPA) continue to contribute to the implementation of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly. The UNFPA comparative advantage of demographic data collection greatly contributes to the Beijing-related goals, and UNFPA is undertaking special efforts to collect and disseminate sex-disaggregated data, as well as conducting studies on such issues as eradication of female genital mutilation and violence against women and girls. UNFPA gender advocacy is strategically linked with advocacy for other issues, for wider public outreach. Gender equality advocacy of UNFPA was efficiently linked with environment advocacy through *The State of World Population 2001*,[15] which contributed to gender mainstreaming in environmental issues. In its projects, UNFPA noted the need to develop appropriate responses, through consultation, on those emerging issues that impact on the health of women and girls, such as trafficking in women, and to develop strategies that build on the comparative advantages of UNFPA.

44. The United Nations University (UNU) continued its efforts to mainstream a gender perspective throughout its research, capacity development, outreach and dissemination activities. The University's format for project development, monitoring and evaluation was revised to make explicit the extent to which gender-specific roles and problems are addressed in each of the projects undertaken by all major units of the University. Research and capacity development activities that relate specifically to gender issues are undertaken in both programmatic focus areas of UNU, namely, "Peace and governance" and "Environment and sustainable development". UNU initiated a research project on women and children in post-conflict peace-building which will analyse the

challenges that these two groups face in post-conflict peace-building environments. The aim of the project is the achievement of a more just inclusion of the needs and interests of women and children in rebuilding the economic, political and cultures structures of post-conflict societies. In the area of environment and sustainable development, UNU gender-related activities focus on Africa, where the University places particular emphasis on the active involvement of women in its capacity development initiatives for African nutrition leaders. UNU also conducted a 10-day leadership training course for women entrepreneurs to enhance the leadership capacity of women in Africa. In addition, the University continued its efforts to document and analyse the role of women in natural resources conservation and management. UNU has also newly joined forces with the United Nations Interregional Crime and Justice Research Institute (UNICRI) in a project aimed at increasing understanding of the international trafficking of Filipino women and the role of organized crime in this activity. UNU is responsible for organizing the research concerning the trafficking of Filipino women into Japan.

45. The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) has continued to make progress in furthering research, information and networking activities through the methodology of its Gender Awareness Information and Networking System (GAINS). Its programme activities focused on implementation, through GAINS, of a pilot research project on men's roles in ending gender-based violence, consisting of a virtual seminar series in the second half of 2001, supported by research-based working papers. The virtual seminars were conducted through an electronic mailing list called Ending Men's Violence Net (EMVnet), consisting of 557 participants from 46 different countries. The series culminated in an evaluation that highlighted lessons learned in understanding the causes of men's violence against women and in integrating men in efforts to end gender-based violence. Through its new electronic biweekly newsletter produced in English and Spanish, INSTRAW has enhanced its information-sharing capacity.

46. In 2001, the United Nations Research Institute for Social Development (UNRISD) carried out several activities relating to gender equality. UNRISD continued its work on the project on globalization, export-oriented employment for women, and social policy. Following a workshop in Bangkok in October 2000, authors of the commissioned papers are revising their work. Some of the papers have already been published as part of the publication programme of UNRISD and others will be published in 2002. UNRISD continued its research work on the project on gender justice, development and rights: substantiating rights in a disabling environment. An edited volume including the commissioned papers will be published in 2002. UNRISD also continued its research work on the project on agrarian change, gender equality and land rights, and organized a two-day conference (Geneva, November 2001) of scholars working on these issues. An edited volume will be published in 2002.

47. Gender has been more visibly included in ILO headquarters and fieldwork planning within the programming cycle for 2002-2003. A major activity currently implemented in ILO is its first Gender Audit, which involves up to 20 work units both at its Headquarters and in the regions on a voluntary basis. A participatory and self-assessment approach will be used to promote organizational learning about gender mainstreaming. This first ILO Gender Audit will be completed by May 2002. Continued efforts have been made to strengthen networking among ILO gender specialists, gender focal points, and other staff at headquarters and in the regions.

48. In 2001, the International Training Centre of ILO (ITC/ILO) shifted from "women's only" courses (where gender issues had been so far traditionally segregated) to the incorporation of these issues in the structure, contents and methodology of most core curricula related to the world of work. Furthermore, after a first experimental phase in 2000, ITC/ILO formalized the Gender Coordination Unit in 2001. The Unit will continue to work in collaboration with a growing network of gender focal points (new colleagues have joined the initial core group) in integrating equality issues in all the Centre's activities, in strengthening women's participation in the Centre's courses and in reinforcing gender equality capacity at the Centre.

49. FAO has supported activities to increase the collection, tabulation and use of data and information on the gender dimension of agricultural and rural development. In this context, FAO has concentrated on sex-disaggregated data derived from agricultural

censuses/surveys, with the aim of providing an overview of the structure of gender roles in agricultural activities. In the area of natural resources, FAO is focusing on gender issues related to access to and control over land, as well as exploring the linkages between gender, biodiversity and local knowledge systems, with the aim of enhancing the capacity to recognize and value such knowledge and apply this understanding to agricultural and rural development policies and programmes. FAO has been active in the formulation and application of gender-responsive agricultural and rural development policies by providing technical assistance to Member States in the development of equal opportunities action plans in the agricultural sector. FAO has intensified its normative work on the interlinkages among gender, HIV/AIDS and food security in rural areas, and is carrying out research in the area of intra-household dynamics and household food security, as well as incorporating gender issues in national communication policies.

50. In terms of lending, the World Bank is the largest external funder for health and education programmes in low- and middle-income countries. It has committed more than US$ 1.7 billion to combating the spread of HIV/AIDS around the world. Since the Fourth World Conference on Women in Beijing, over two thirds of Bank loans in the area of health, nutrition and population have included gender-related goals, with particular emphasis on areas such as HIV/AIDS and women's reproductive health. Furthermore, since Beijing, the World Bank has provided approximately US$ 5.3 billion in lending for girls' education. In accordance with the Education for All (EFA) goals and the development goals of the United Nations Millennium Declaration, the World Bank focuses special attention on countries where primary enrolments are low and/or gender disparities in primary and basic enrolment rates are large. The World Bank's actions to promote gender equality are not restricted to lending operations. It continues to expand its efforts to increase the attention directed towards gender equality in several other areas. Recognizing the importance of reliable data, for example, gender-specific development indicators along with gender-specific country statistics have been collected and are available to Bank staff and external audiences through Gender Stats, an online database. Analytical work is being undertaken in the area of gender and economic policy. Furthermore, the World Bank is focusing its attention on new issues, such as gender and the digital divide. A seminar series on "Gender and the Digital Divide," is looking at the impact that information and communication technologies are having on gender relations and at innovative ways in which such technologies are being used to overcome gender inequalities and bridge the digital divide.

51. In implementing the Heavily Indebted Poor Countries (HIPC) Initiative, IMF and the World Bank work with countries to devise targets to trigger their "completion point" when debt relief is irrevocably disbursed. For many countries, these targets include specific gender-related items, such as primary school enrolment rates for girls. The World Bank recently reported that most Poverty Reduction Strategy Papers (PRSPs) that have been produced to date still require greater emphasis on gender equality concerns. The World Bank and IMF are encouraging more attention to gender issues in PRSPs as well as more input into PRSP development by gender advocacy groups. The focus of IMF is on macroeconomic stability and growth, which are essential ingredients for effective poverty reduction efforts that benefit women. A potential area for further research is the impact of IMF macroeconomic policy advice from a gender perspective, which has not been explored to any great extent in the economic literature.

52. The priority area of activity of IMF is the provision of macroeconomic policy advice and financial and technical assistance to promote countries' prospects for growth, employment, and financial stability through the Poverty Reduction and Growth Facility (PRGF). The PRGF provides financial support to countries based on the country's growth and poverty reduction strategies, as set out in a Poverty Reduction Strategy Paper. In addition to attention to health and education expenditures in the PRGF, gender issues can be mainstreamed in IMF-supported programmes through the PRSP process, and through social impact assessments of prospective macroeconomic policies. The PRSP is developed through a broad participatory process, which provides an opportunity to strengthen the input of women's advocacy groups in identifying priorities and adopting gender-sensitive poverty reduction policies.

53. Various sectors of the World Intellectual Property Organization (WIPO), in particular the Sector of Cooperation for Development and the Internal Audit and Oversight Division, are showing more direct commitment to mainstreaming gender perspectives in

the work programme of the organization. This should result in further progress in the forthcoming biennium (2002-2003) through the organizing of internal training workshops on gender mainstreaming and attempts to address more gender-related issues (such as protection of traditional knowledge) as well as the carrying out of further gender-focused activities (such as intellectual property training seminars for women entrepreneurs in developing countries).

54. At IFAD, women are a major target group in the ongoing project portfolio, with a total of 211 ongoing projects. Most of the recent projects use a gender mainstreaming approach, and community development and microfinance activities have a particularly strong gender focus. Special regional training and technical assistance programmes, mainly financed through donor trust funds and IFAD Technical Assistance Grants, are being implemented to support integration of gender perspectives in projects.

55. The United Nations Industrial Development Organization (UNIDO) follows two parallel approaches in addressing gender equality issues. The first is through mainstreaming, whereby the roles and needs of both men and women entrepreneurs are analysed and solutions are introduced accordingly within small business development programmes. The second is through the adoption of women-specific activities, whereby the particular needs and constraints of women in business are addressed in order to close the gender gap. UNIDO implemented a number of projects within the framework of its Women's Entrepreneurship Development (WED) programme, mainly in textiles/garments and food processing. Generally, programmes specifically designed for women entrepreneurs are intended to promote the social, technical and economic integration of women in the industrial development process by means of appropriate support at the policy, institutional and sector levels. They aim to build capacity, in particular skill upgrading for women entrepreneurs combining business management and production techniques with confidence-building and negotiation skills. The UNIDO WED projects are concrete field-level actions towards poverty alleviation through creating new enterprises and therefore new employment and income for women at the grassroots level. The WED projects are seen as strong leverage for empowerment of women entrepreneurs, who are encouraged and coached to improve their business and the quality of their products, and assisted in exporting their products. Within six months in 2001, the WED project in Morocco was able to double the income of a women's cooperative through targeted activities including training of trainers, institutional capacity-building and trade fair participation.

56. The International Atomic Energy Agency (IAEA) continues to provide technical support to communities with nutritional programmes where nuclear techniques help to monitor their effectiveness. Such programmes are geared towards improvement of women's health and reflect the Agency's contribution towards the elimination of poverty and malnutrition, especially among women and children. It also continued its efforts to mainstream a gender perspective in the nuclear field, inter alia, through its institutional policies. Several operational activities are under way, including a mentoring programme for young female scientists, and the launch of a new web site that intends to raise awareness about gender issues in the nuclear fields among the wide public and to report on the Agency's follow-up to the Platform for Action. In order to progress in the 12 critical areas of concern and to improve the current representation of women in the secretariat, an International Advisory Group for Gender Issues (IAG-GI) was established to advise the Director General on current gender issues. It is composed of strategy planners from a broad range of organizations. At its first meeting in early June 2001, the Group focused on issues that negatively impact the Agency's ability to attract and retain female staff and to follow-up the Platform for Action. The report is being finalized and will contain recommendations for action to be submitted to the Director General. It is hoped that the implementation of these recommendations will bring progress, inter alia, in the Agency's contribution to gender mainstreaming within the United Nations system.

III. Institutional activities: capacity-building including training; methodology, tools and development; monitoring and accountability

57. Entities of the United Nations system recognize the continued need to strengthen institutional capacity at all levels to implement the gender mainstreaming strategy. Therefore, they provided training and skills

development opportunities to increase the capacity of staff to reflect gender perspectives in their work, and put in place instruments to increase monitoring and accountability for related outcomes. In doing so, entities are guided by intergovernmental mandates according to which gender aspects are to be addressed in a broad range of subjects, and both in policy and in operational activities.

58. During 2000-2001, the Office of the Special Adviser on Gender Issues and Advancement of Women, in collaboration with the Office of Human Resources Management of the United Nations Secretariat, organized and implemented a competence development programme on gender mainstreaming for professional staff in the Department of Economic and Social Affairs of the United Nations Secretariat. Upon completion of the training for all Divisions within the Department of Economic and Social Affairs (the Office of the Under-Secretary-General and the Executive Office and Administrative Office of the Department of Economic and Social Affairs remain to be covered), a department-wide meeting will be convened to summarize the findings and recommendations and consolidate divisional-level plans to increase the attention to gender perspectives in substantive work. The final element in the process will be a programme for the Division for the Advancement of Women during 2002 which will emphasize the Division's catalytic and advisory role in support of gender mainstreaming throughout the Department of Economic and Social Affairs and other parts of the United Nations.

59. "Gender and peacekeeping" training material was developed by the Department of Peacekeeping Operations for military personnel and civilian police, which will enable peacekeepers to integrate gender awareness into all their activities. This material was field-tested in several missions, the United Nations Transitional Administration in East Timor (UNTAET), the United Nations Mission in Ethiopia and Eritrea (UNMEE), the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) and the United Nations Mission in Sierra Leone (UNAMSIL). In collaboration with UNITAR, the Department of Peacekeeping Operations is preparing a training course for civilian staff on the impact of armed conflict on women and children, which will include a module on gender awareness and sensitivity.

60. In the United Nations Centre for Human Settlements (Habitat), the Gender Task Force continues as an interdivisional discussion and knowledge-sharing forum on gender mainstreaming, and is involved in the revision of the gender policy. Training on gender and the workplace is ongoing, with collaboration from the United Nations Office at Nairobi.

61. The African Centre for Gender and Development (ACGD) of ECA has developed tools for African Member States and intergovernmental organizations for monitoring and evaluating the implementation of the Beijing Platform for Action, and especially of gender mainstreaming. The programme will assist Member States and intergovernmental organizations in monitoring and evaluating three key areas: gender policies, with emphasis on scope, contents and process of implementation; institutional mechanisms, emphasizing coordination and accountability mechanisms; and mechanisms for capacity-building, emphasizing financial and human resources, and structure and quality of training programmes established to provide the requisite analysis and gender planning capacity.

62. ECLAC increased its technical cooperation at country level for capacity-building towards the integration of a gender perspective in regional development. ECLAC also initiated the execution of an inter-agency project aimed at facilitating the use of gender indicators in public policy-making, which ECLAC is now coordinating on behalf of the five United Nations regional commissions. Positive results of the first year included the launching, in March 2001, of a web site on the situation of women in Latin America and the Caribbean where users have access to a set of gender indicators for countries of this region; a growing number of collaboration agreements with specialized agencies of the United Nations system; and the integration of two technical meetings on the issue in the framework of the Americas Conference on Statistics — the first of which, on the measurement of violence against women, was held in Bolivia in November 2001.

63. In ESCAP, training for professional staff in gender mainstreaming and incorporation of gender equality issues into the substantive work programme was undertaken. Additionally, training was conducted on women's electronic networking in collaboration with the Asian Women's Resource Exchange.

64. ESCWA is developing indicators to monitor regional implementation of the Platform for Action. A

guidebook on integrating paid and unpaid work into national policies is under preparation. ESCWA has also been assisting in capacity-building of national machineries for women in member States and will be securing funding for an operational project towards that end. ESCWA is providing technical assistance for capacity-building of non-governmental organizations in Iraq, Lebanon, Qatar, Saudi Arabia (methodology of research and restructuring) and the United Arab Emirates. ESCWA continues to build, update and maintain a gender-sensitive database on information, including an annotated bibliography on the Arab family.

65. UNDP has established a sub-practice area on gender equality, launched its gender thematic trust fund, mainstreamed gender equality into its other thematic trust funds documents on democratic governance, poverty reduction, crisis prevention and recovery, environment, sustainable energy, information technology and HIV/AIDS, and launched its global gender knowledge network to create a community of practice on gender issues. New advocacy tools have been developed to support improved programming. A meeting of UNDP and UNIFEM gender focal points was held in Ecuador (October 2001) to exchange good practices and existing tools. Programme linkages with UNIFEM are being developed to pilot and scale up experimental and innovative work. In 2001, UNIFEM gained an executing agency status that will help create the necessary programmatic synergies with UNDP.

66. To support country offices' efforts to implement gender mainstreaming in the country programme process, UNICEF has developed a gender mainstreaming guide to supplement and reinforce the programme policy and procedure manual. In addition, and to secure gender mainstreaming in the five priority areas of the UNICEF medium-term strategic plan, a tool kit for gender mainstreaming in each priority area is being developed. As chair of the Inter-Agency Standing Committee (IASC) Reference Group on Gender and Humanitarian Assistance, UNICEF has been involved in developing a module on gender mainstreaming and capacities and vulnerabilities analysis as part of the Consolidated Appeals Process training manual. UNICEF has also supported the country teams in two countries targeted by the Consolidated Appeals Process through inter-agency field missions, with the objective of identifying gaps and suggesting concrete ways to improve socio-economic and gender analysis and, as a result, gender mainstreaming in the planning and implementation of humanitarian assistance.

67. In UNFPA, efforts were reinforced to build national capacities on gender issues at the country level through strengthening the technical capacity of country support teams (CSTs). UNFPA developed a comprehensive training manual on gender, population and development and conducted a workshop on training of trainers in September 2001 for CST advisers. UNFPA is developing a Gender Update that shows trends and achievements in gender mainstreaming in population and development over the past 20 years. In addition, UNFPA is developing a comprehensive Intranet site as a resource for UNFPA staff to support country, regional and global efforts on gender mainstreaming.

68. WFP continues to provide training for staff and counterparts in the form of both separate gender workshops, and training where a gender perspective is included, such as the gender and diversity module in professional development training for mid-level WFP staff. In December 2001, WFP organized a workshop in Managua on improving livelihoods in Latin America and the Caribbean entitled "A Workshop to Examine Integrating a Socio-economic and Gender Analysis, Sustainable Livelihoods Analysis, and Rights-based Programming Elements in WFP Assessments and Programming". This workshop focused on environmental issues, especially in degraded natural resource environments.

69. INSTRAW expanded its networking capacity. Its GAINSnet forum, a LISTSERV for exchange of information, currently has 300 members (individuals and organizations) from all regions of the world. Services provided by INSTRAW to members aimed at capacity-building in online moderation of electronic forums and discussions; and use of ICT and mobilization of resources for gender-related activities. INSTRAW has developed and expanded its electronic database, now fully searchable with 1,400 research and training references, in both the English and the Spanish language, in the areas of violence against women, women and armed conflict, and women and ageing, as well as resources related to women and legal criminal procedures and systems.

70. In ILO, capacity-building activities have been carried out in a systematic manner. In order to facilitate

learning and sharing, a document has been produced providing information on the tools ILO has developed to promote gender equality. Initiatives in this area include the development of tailor-made responses to enhance relevant competencies of ILO constituents and staff, combining gender issues with substantive technical areas, such as poverty eradication, employment-generation, social security and HIV/AIDS. ILO has also developed a communication strategy on gender equality and a work plan for its implementation. The strategy includes the development of a database-driven Intra- and Internet gender equality web site, to be launched in March 2002; a gender knowledge tool, which will be accessible to all ILO staff and constituents; an ILO gender LISTSERV; and a "Backgrounder" series on the first ILO Gender Audit.

71. The "Capacity-building Programme on Gender Equality, Poverty Eradication and Employment Promotion" of ITC/ILO, is now being developed for South Africa and will soon be extended to other geographical areas. This programme argues that the promotion of decent employment and basic rights at work, including gender equality, is strategic to combating poverty. The project is training a core group of national "Gender Equality, Poverty Eradication and Employment (GPE) experts". With the support of online learning and new information technologies, they will contribute to the South African capacity to design and put in practice gender-sensitive anti-poverty policies in the field of economic and organizational empowerment.

72. In order to achieve the objectives set for its Gender Coordination Unit, ITC/ILO took steps to reinforce the competence and capacity of gender focal points and their colleagues in technical and regional programmes to deal with these subjects. Accordingly, an "Open and Virtual Learning Space on Mainstreaming Gender Equality in the World of Work" is being developed by ITC/ILO, in collaboration with the ILO Gender Bureau. This distance learning programme will capitalize on existing women and gender training packages and other well-tested materials, to provide a flexible learning and self-development tool. It will also prepare ITC/ILO staff for interaction with a wider public of ILO officials, constituents and civil society representatives on gender equality issues. The programme will be available online in June 2002.

73. As part of its Socio-economic and Gender Analysis (SEAGA) initiative, FAO has made progress in developing methodologies, a gender-sensitive analytical framework, and training activities, including distance learning, in support of planning and implementation of agricultural and rural development policies and programmes that are gender-responsive and client-oriented.

74. WHO is publishing its review of a wide range of gender analysis tools, assessing their application and usefulness to health. In addition, the Organization is helping develop and make widely available a manual illustrating how to go about mainstreaming gender perspectives in health policies and programmes as well as integration of gender concerns in monitoring, evaluation and research. All of these tools will be made available through training programmes, in print and on the Internet. In line with its traditional mandate, WHO has been giving considerable attention to development and dissemination of technical publications — information sheets, reviews, a volume of articles — providing evidence about the impact of gender on health, specifically on vulnerability to disease, symptoms and treatment of various health problems. Each of these materials provides information about a specific issue but together they demonstrate the need for sex-specific and gender-sensitive analysis of all health problems if progress is to be made towards the achievement of true gender equality in health.

75. IFAD, along with UNDP, FAO and INSTRAW, has collaborated in the organization and implementation of IFAD-sponsored gender mainstreaming workshops. IFAD is implementing training to build the capacity of project staff in the context of its special gender-mainstreaming programmes. Since December 2001, the Personnel Division of IFAD has organized the first cycle of training sessions on gender for IFAD staff. In terms of methodology and tools development, the Fund provides reference tools for gender mainstreaming through its web site. Model terms of reference and monitoring and evaluation guidelines are being developed. Sixty per cent of log-frames of recently approved IFAD projects disaggregate indicators by gender. The Fund requires formulation and appraisal reports to describe the gender situation in the project area and the expected impact on women. During the formal review process, all project reports are reviewed from a gender

perspective and project completion reports are required to specify development outcomes for women.

IV. Coordination and information-sharing: inter-agency activities; collaboration with non-governmental organizations

76. Experience from within the context both of the United Nations and of its Member States has shown that the provision of opportunities for exchange of ideas, experiences and good practice on gender mainstreaming is a fruitful means for increasing awareness, commitment and capacity to implement the strategy. A number of recent activities involving different United Nations entities and other stakeholders confirm this experience. Within the framework of the United Nations system, the Inter-agency Network on Women and Gender Equality remains the most effective vehicle for coordination, collaboration and information-sharing. The situation of women in Afghanistan, the question of women, peace and security, and the preparatory process for the International Conference on Financing for Development were among the most prominent areas for United Nations system collaboration in late 2001.

77. Within the United Nations system, one of the main tools for ensuring that gender mainstreaming constitutes a critical strategy in the implementation of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly, is the work of the Inter-Agency Meeting on Women and Gender Equality, now the Inter-agency Network on Women and Gender Equality of the United Nations System Chief Executives Board for Coordination. The Network is a prime example of inter-agency cooperation and coordination within the United Nations system. During its 2001 session, the Meeting discussed emerging trends, challenges and themes that required interventions from the entities of the United Nations system in the follow-up to the twenty-third special session of the Assembly. It held a one-day workshop to review members' experience, progress and constraints in respect of gender mainstreaming. The Network will continue to provide advice and support to the United Nations System Chief Executives Board for Coordination on ways and means of ensuring effective cooperation and coordination in the United Nations system in that regard, and in support of mainstreaming a gender perspective in the work of the United Nations system.

78. The Inter-Agency Meeting on Women and Gender Equality task force on gender mainstreaming in programme budget processes, managed by the Office of the Special Adviser on Gender Issues and Advancement of Women, carried out a second project to assess the extent of gender mainstreaming in programme budget processes in five additional entities, namely, the Office for the Coordination of Humanitarian Affairs of the United Nations Secretariat, UNCTAD, ESCWA, UNICEF and FAO. A "Synthesis report on the work of the inter-agency task force on gender mainstreaming in programme budget processes" was prepared, summarizing the findings of the task force to date. A workshop was hosted by ILO for Europe-based United Nations entities on the work of the task force in Geneva in November 2001.

79. The Inter-Agency Network on Women and Gender Equality Task Force on Gender and Financing for Development, managed by the Office of the Special Adviser on Gender Issues and Advancement of Women, has continued to work to influence the preparations for the International Conference on Financing for Development, to be held in Monterrey, Mexico, in March 2002. The Special Adviser on Gender Issues and Advancement of Women made presentations at the plenary meetings of the sessions of the Preparatory Committee for the Conference in May and October of 2001. The Task Force broadly distributed analyses of the gender perspectives in relation to different issues in the financing for development agenda. The Secretary-General's report, (A/56/321) prepared by the Division for the Advancement of Women and submitted to the General Assembly at its fifty-sixth session under agenda item 97 (a) entitled "Sustainable development and international economic cooperation: women in development", presented a gender perspective on financing for development.

80. The United Nations system continues to place special emphasis on the situation of women in Afghanistan. There has been increased cooperation between all Departments concerned, including the Office of the Special Adviser on Gender Issues and Advancement of Women. The Special Adviser continues to attend the meetings of the Executive Committee on Peace and Security and the Executive

Committee on Humanitarian Affairs. The Department of Political Affairs was involved in a series of high-level meetings held with prominent women to ensure that Afghan women have a role in post-conflict peace-building in their country. Three gender specialists have been appointed to the Integrated Mission Task Force of the United Nations, which advises the Special Representative of the Secretary-General, from the Division for the Advancement of Women, UNICEF and WFP. In response to the request from women of Afghanistan for support and solidarity, an Afghan Women's Summit for Democracy was convened in Brussels on 4 and 5 December 2001. The event was organized by several organizations in collaboration with the Office of the Special Adviser on Gender Issues and Advancement of Women and UNIFEM. The outcome was the Brussels Proclamation of 5 December 2001. UNIFEM, in collaboration with the Government of Belgium, organized an international round table on women's leadership role in the reconstruction of Afghanistan (11 and 12 December 2001) which issued the Brussels Action Plan for technical assistance to Afghan women. The Department of Political Affairs of the United Nations Secretariat ensured that women participated in the Bonn meeting on Afghanistan and, more importantly, that women were included in the new Afghan Government. A United Nations Development Group/Executive Committee on Humanitarian Affairs Afghanistan Subgroup on Gender was established to support the preparations for the United Nations relief and reconstruction strategies for Afghanistan. UNIFEM, WFP and the Department of Economic and Social Affairs have so far chaired the Subgroup on a rotating basis. A report on discrimination against women and girls in Afghanistan (E/CN.6/2002/5), requested by the Economic and Social Council in its resolution 2001/3 of 24 July 2001, which was prepared by the Office of the Special Adviser on Gender Issues and Advancement of Women and is before the Commission on the Status of Women at its present session, provides further information on United Nations system activities in this area.

81. In order to ensure collaboration and coordination throughout the United Nations system in the implementation of Security Council resolution 1325 (2000), a United Nations inter-agency task force on women, peace and security was established, chaired by the Special Adviser on Gender Issues and Advancement of Women. The task force, comprising representatives from a large number of United Nations entities, developed an action plan outlining the initiatives to be taken by the different parts of the United Nations system in relation to each of the operational paragraphs of Council resolution 1325 (2000) (see also para. 5 above). On the first anniversary of the adoption of the resolution, the Office of the Special Adviser on Gender Issues and Advancement of Women, as Chair of the task force, organized a high-level panel discussion to commemorate the event, with the participation of the President of the Council. The Under-Secretaries-General for Political Affairs, Peacekeeping Operations, Disarmament Affairs and Humanitarian Affairs as well as the Special Representative of the Secretary-General for East Timor provided information on the concrete steps that had been taken to implement the resolution. The task force also has responsibility for the preparation of the Secretary-General's report on women, peace and security, requested in that resolution. As part of the ongoing preparations, the task force hosted a brainstorming session on 18 December 2001, examining the impact of armed conflict on women and girls, to provide an opportunity for Member States and non-governmental organizations to contribute to the process. Furthermore, in collaboration with entities of the United Nations system and non-governmental organizations, a month-long programme of activities was undertaken which included book launches, panel discussions, the creation of a dedicated web site, and media and press outreach. UNFPA organized a consultative meeting on the impact of conflict on women and girls in November 2001 in order to mainstream a gender perspective in UNFPA operations in emergency situations. This meeting also contributed to the preparation of the Secretary-General's report.

82. Symposiums on gender mainstreaming are being organized in collaboration between the Office of the Special Adviser on Gender Issues and Advancement of Women in New York and the five United Nations regional commissions. The first symposium was held at ESCAP, Bangkok, in November 2001. It brought together representatives of Governments, regional-level intergovernmental organizations, non-governmental organizations and civil society groups and academia for a constructive dialogue on gender mainstreaming in the region, identifying and addressing potentials and constraints. The symposium provided a more operational focus on gender mainstreaming and identified entry points and approaches, methodologies

and tools, as well as good practice examples, to support gender mainstreaming at national level and in intergovernmental processes at regional level. The symposium issued a communiqué urging all relevant stakeholders to work towards a number of gender mainstreaming goals. Case studies on development of strategies for gender mainstreaming in different sector areas were prepared as a basis for discussion. There was a strong focus on gender mainstreaming in poverty elimination policies and strategies in order to feed into the discussions on poverty at the forty-sixth session of the Commission on the Status of Women (March 2002). Emphasis was also placed on gender mainstreaming in national budget processes.

83. Consultations with senior managers on progress in implementation of gender mainstreaming were carried out by the Office of the Special Adviser on Gender Issues and Advancement of Women at the United Nations Office at Vienna in 2001. As a follow-up, support was also provided to the development of a competence development programme on gender mainstreaming to be implemented in 2001-2002. The recommendations on increased gender mainstreaming in ECE provided through support from the Office of the Special Adviser on Gender Issues and Advancement of Women in 2000 were followed up by the Executive Secretary in ECE, and an action plan to support implementation of the recommendations was developed.

84. The Department of Political Affairs, the Office of the Special Adviser on Gender Issues and Advancement of Women and UNIFEM were represented at the Conference on Intrastate Conflict and Women, organized by the United States Agency for International Development, held in Washington, D.C., on 12 and 13 December 2000.

85. The Department of Peacekeeping Operations has increased contact with non-governmental organizations and women's groups interested in sharing information on lessons learned and best practices on gender mainstreaming in peace-related areas. The Department of Peacekeeping Operations also supports an increase in gender awareness in the field, where United Nations missions facilitate training and capacity-building in conflict resolution, mediation and negotiation skills for local women. Assistance to local women's groups is also given through the funding of seminars related to gender mainstreaming activities.

86. The United Nations Centre for Human Settlements (Habitat) continues its collaboration with and support to civil society partners. For the twenty-fifth special session of the General Assembly, the Centre supported the Grassroots Women's International Academy, organized by the Huairou Commission. Activities with United Nations agencies include collaboration with UNIFEM on the subject of women's property rights in conflict and post-conflict situations, and participation in the first meeting of the Africa-level United Nations Inter-agency Group on Women and Gender Equality.

87. In December 2001, an UNCTAD-civil society dialogue was held with representatives from non-governmental organizations, trade unions, academia and faith-based development agencies. The meeting addressed issues surrounding the implementation of the Bangkok Plan of Action (TD/390, part II), adopted by UNCTAD at its tenth session (February 2000), the implementation of the Programme of Action for the Least Developed Countries for the Decade 2001-2010 (A/CONF.191/11) adopted by the Third United Nations Conference on the Least Developed Countries (Brussels, May 2001) and the preparation of the International Conference on Financing for Development. The gender perspectives of these processes were dealt with on a cross-sectoral basis, and frequently were an important aspect of the discussions and the summary outcome of the dialogue.

88. UNFPA is supporting efforts by international non-governmental organizations and United Nations agencies to develop special initiatives for empowering women and girls, including developing indicators and technical documents with guidelines on design and implementation of programmes to eradicate female genital mutilation, with special reference to monitoring and evaluation. In order to better reach the poorest and contribute to the empowerment of women, UNFPA is broadening the area of collaboration with non-governmental organizations including the Microcredit Summit Campaign.

89. In its capacity as Co-Chair of the Inter-Agency Standing Committee (IASC) Reference Group on Gender and Humanitarian Assistance, WFP took the lead in producing a CD-ROM to serve as a resource kit on gender and humanitarian action. WFP is also working jointly with FAO on a Socio-economic and Gender Analysis (SEAGA) manual for emergency

situations and has just completed a field consultation on the manual in Nairobi.

90. In its outreach efforts, IFAD uses small grants to non-governmental organizations to support organizations promoting women's social and economic empowerment. Forty-two per cent of grants approved in 2000 had a gender equality focus, either as the main objective or as a major dimension of planned activities. Non-governmental organizations are important implementing partners in the loan programme.

91. Staffing and workplace issues affecting the achievement of gender balance at all levels and in all areas, and the creation of a gender-sensitive work environment supportive of the needs of all staff remain issues of concern to many entities of the United Nations system. Several more entities have taken steps to increase the number of women staff, especially in technical areas, and to create opportunities for further professional development. The continued maintenance of focal points for the situation of women in the Secretariat is seen by many as an important strategy to ensure the implementation of goal-oriented human resources policies. Further information on staffing and workplace issues are reflected in the Secretary-General's report on the situation of women in the United Nations system, which is before the Commission in document E/CN.6/2002/7.

V. Conclusions and recommendations

92. The entities of the United Nations system have continued to take a variety of steps, in accordance with the specificities of their mandates, to support the implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly, and in particular have increased the use of the gender mainstreaming strategy in pursuit of gender equality goals. As this report reviews only the most recent activities, covering essentially the second half of 2001, no general conclusions are drawn concerning the system-wide nature of these activities, or the systematic use of the gender mainstreaming strategy. On the other hand, activities of the United Nations system have been reported periodically to intergovernmental bodies since 1996, and a wealth of information has therefore been accumulated. The report of the Secretary-General on the proposed system-wide medium-term plan for the advancement of women, 2002-2005 (E/CN.6/2001/4), gives an overview of intended actions by the system.

93. The United Nations system has responded quickly, and in a concerted manner, to emerging challenges and opportunities for the promotion of gender equality, for example, with regard to the situation of women in Afghanistan, and the integration of a gender perspective in the preparatory process for the International Conference on Financing for Development. The latter in particular serves as a good example regarding the positive results that can be obtained from the United Nations system's proactive involvement in a complex issue where gender equality concerns could easily be neglected. The role of the Inter-agency Committee on Women and Gender Equality was pivotal in ensuring such concerted action by the system. It could serve as a model for similar situations in the future.

94. Economic and Social Council agreed conclusions 1997/2[16] on gender mainstreaming continue to serve as comprehensive intergovernmental mandate for gender mainstreaming, in all areas and at all levels, and guide the work of the entities of the United Nations system in this regard. The agreed conclusions have also facilitated the mainstreaming of a gender perspective in the work of the Council's functional commissions, and of other intergovernmental bodies. It is thus especially welcome that the Council has decided, on the recommendation of the Commission on the Status of Women, to establish a regular sub-item on gender mainstreaming in the agenda of its annual substantive session. Consideration of this item in 2002 will provide an opportunity for a systematic assessment of lessons learned and challenges encountered over the last five years, and of future actions required.

95. At its forty-sixth session, the Commission may therefore wish to take note of the activities undertaken by the entities of the United Nations system and welcome the establishment of a regular sub-item on gender mainstreaming in the agenda of the Economic and Social Council. The Commission may also wish to encourage the entities of the United Nations system to continue their efforts in support of the implementation of the Beijing Declaration and Platform for Action and the outcome document of the twenty-third special session of the General Assembly, in particular in the development of gender policies and strategies and the incorporation of gender aspects in sector policies and strategies, to ensure that the achievement of gender

equality is established as an explicit responsibility in all programmatic and substantive work. Activities in support of implementation of the Platform for Action at the national level could also be encouraged, through gender-specific programmes and projects, as well as making implementation of the Platform for Action an integral part of all country-level activities of relevant United Nations entities. The Commission may also wish to emphasize the importance of monitoring progress in gender mainstreaming, inter alia, through measuring the impact of actions undertaken, and of continuing outreach to, and cooperation with, all relevant stakeholders in promoting gender equality. The Commission may further wish to encourage the entities of the United Nations system to identify and respond, in a collaborative and well-coordinated manner, to emerging challenges and opportunities under the leadership of the Inter-agency Network on Women and Gender Equality.

Notes

[1] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex I.

[2] Ibid., annex II.

[3] General Assembly resolution S-23/2, annex, and S-23/3, annex.

[4] General Assembly resolution 44/25, annex.

[5] General Assembly resolution 34/180, annex.

[6] See A/56/326, annex.

[7] See General Assembly resolution 55/2.

[8] General Assembly resolution 54/4, annex.

[9] See Economic and Social Council resolution 2001/5 of 24 July 2001, sect. B.

[10] *Report of the International Conference on Population and Development, Cairo, 5-13 September 1994* (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

[11] United Nations publication, Sales No. E.99.IV.8.

[12] Nilüfer Çağatay, *Trade Gender and Poverty* (New York, UNDP, October 2001).

[13] United Nations publication, Sales No. E.00.III.B.2.

[14] Dr. Swasti Mitter, *Asian Women in the Digital Economy: Policies for Participation*, the Global Knowledge II Women's Forum (Kuala Lumpur, UNDP, April 2001).

[15] New York, UNFPA, 2001.

[16] See *Official Records of the General Assembly, Fifty-second Session, Supplement No. 3* (A/52/3/Rev.1 and Add.1), chap. IV, sect. A, para. 4.